



RICLAS



**DEVELOPING VOCATIONAL GOALS  
AS PART OF THE INDIVIDUAL  
SERVICE PLAN**

**A Training of BHDDH  
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# SENSE OF URGENCY

- Many individuals with disabilities experience a permanent restriction on the quality and trajectory of their lives as a consequence of not receiving effective or appropriate employment related planning and services.
- This lack of planning virtually guarantees that individuals with disabilities will experience indefinite confinement in segregated adult sheltered workshops and day programs.

# LEGAL IMPERATIVE

- Supreme Court's Olmsted decision requires that an individual's plan of care regarding employment services should be constructed in a manner that...ensures provision of services in the most integrated setting.
- Rhode Island is part of a national movement toward greater emphasis on community employment that echoes the general shift toward services designed to integrate individuals with DD into their communities with the same opportunities and responsibilities as all citizens.

# VALUES THAT DRIVE THE WORK

- Employment is part of an individuals full integration into society
- Competitive employment is the goal
- Client engagement and CHOICE are the foundation for the planning

# CLIENT ENGAGEMENT AND CHOICE

- We honor client voice.
- We communicate using language and a communication style that the client can best understand.
  - REMEMBER: **Absence of understanding eliminates informed choice**
- We work diligently to understand the clients' likes, dislikes, goals and dreams.
- We explore barriers to a participant's interest in working such as fear, inability to imagine a positive work experience...

# EMPLOYMENT OF PEOPLE WITH DISABILITIES

- We expect and provide for participants to move between several jobs and employment settings as part of the growth and learning process.
  - We do not perceive this as failure but the natural progression of learning
- Our long term goal is stable employment resulting from the participant's development of employment and social skills.
- This requires that we provide the opportunity for participants to work side by side individuals without disabilities.
- Many people with disabilities have limited work experience on which to base their job search decisions,
- Many people with disabilities have limited expectations for themselves..we have to combat the soft bigotry of low expectations!

# EMPLOYMENT OF PEOPLE WITH DISABILITIES

- Many people with disabilities succeed or fail on a job based on how well they fit into the social environment of the workplace.
- When developing successful employment opportunities consider:
  - What environments does the individual enjoy?
  - In what environments have they succeeded?
  - What social skills do they bring to the work environment?
  - What types of work environments should be avoided?

# INDIVIDUAL SERVICE PLAN OVERVIEW

- The development of a comprehensive ISP is key to building the path to employment
- The team must co-craft the ISP documenting specific goals and action steps to achieve those goals.
- An ISP is a “doable” description of what needs to happen for client to achieve goals.
- An ISP contributes to the continuous movement of the individual toward their goals and preferences—it is not a stagnant document that looks the same each year.



# ASSESSMENT IS THE FOUNDATION

- Cannot proceed without understanding what the client wants in terms of employment....and their current capacity/ability to accomplish this goal.
- The integration of this information guides the construction of the ISP

# VOCATIONAL ASSESSMENT

- Building on the psycho-social assessment, the Vocational Assessment combine testing, skills assessment, and career counseling.
- It defines needed soft skills required to be effective in the workplace
- **Vocational Assessment includes:**
  - **Observation** --*watching or listening to an individual's behavior and performance and recording relevant information.*
  - **Work readiness and general skill identification**
  - **Community Based Situational Assessment** –*held in a community based setting assessing the consumer's actual hands-on work.*

## FOR EACH GOAL

- A clear statement of what will happen
  - *“Sally will obtain community employment “*
  - *“James will be able to navigate the community safely”*
- The services to be provided to achieve this goal
- The service providers and their specific roles to support goal achievement
- The projected dates for initiation of each service, frequency and anticipated duration
- Criteria to determine progress toward goal achievement.

## IN ADDITION...VOCATIONAL GOALS SHOULD INCLUDE...

- A description of the anticipated need for post employment services.
- A listing of comparable benefits that may be used to offset the cost of vocational rehabilitation services.
- If appropriate, the individual's need for rehabilitation technology, specific on-the-job services and related personal assistance services.

**LET'S MEET JOHN AND BRIAN...**